

Integrating coaching approaches with graduate students advising

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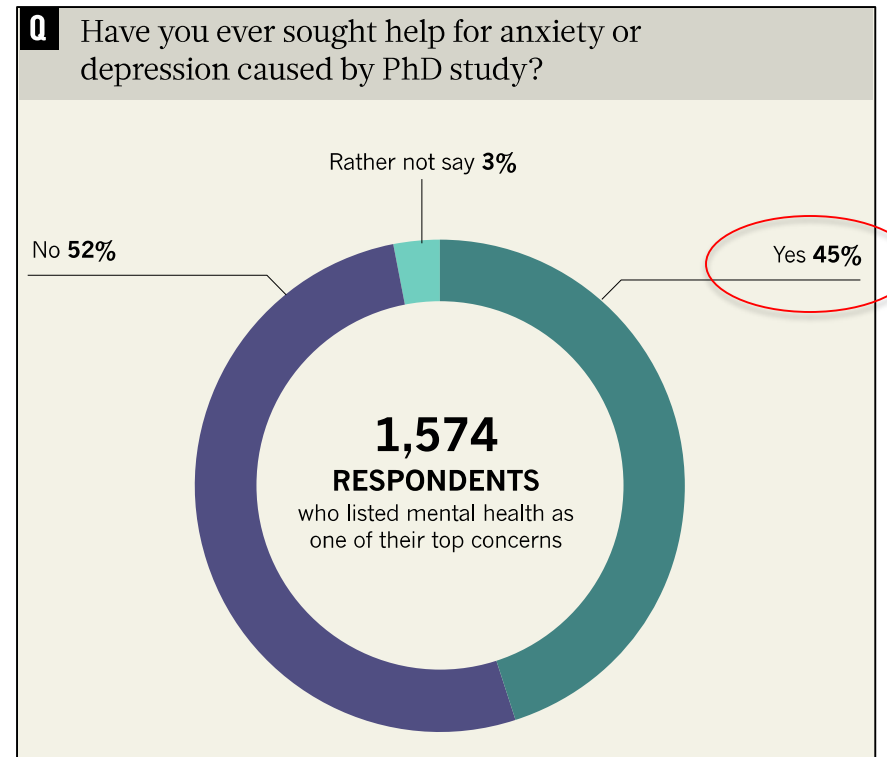
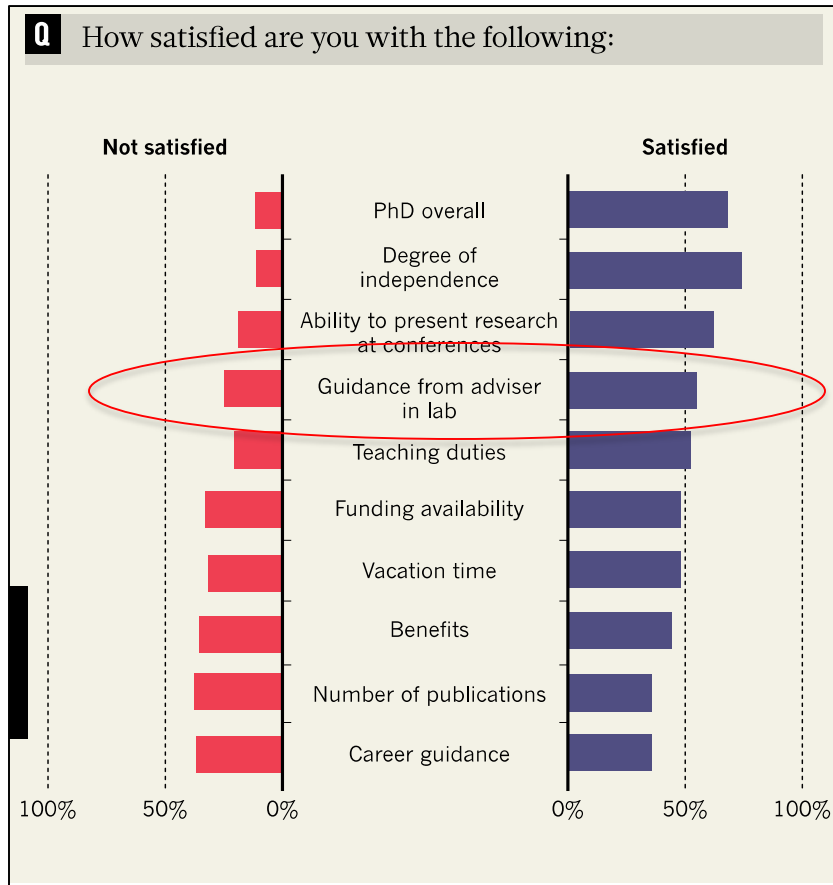
Jerry Kukor, SGS

Supported by: SGS, WISEM

What this project was all about?

A pilot project testing if the experience of graduate students can be improved by integrating coaching approaches with advising/mentoring

Why is the project needed?



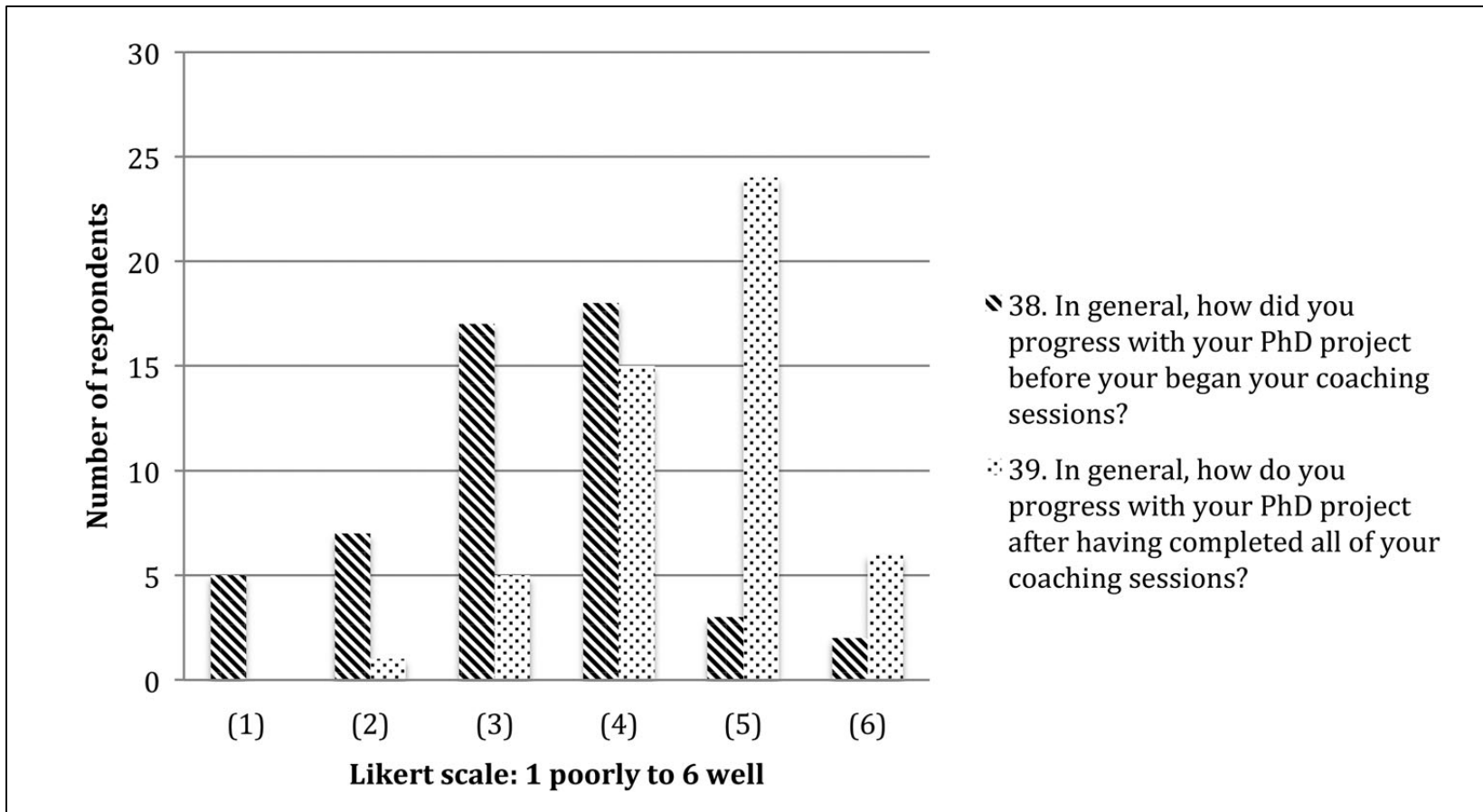
A love-hate relationships. Nature 550, 2017

Project goal: Adding coaching skills to the tool kit of faculty advising graduate students

Coaching: The creation of a safe
comfortable space to encourage the
students to do their best

Integrated with faculty's roles as advisors and
mentors

What others have done?



Godskesen and Kobayashi, Coaching doctoral students – a means to enhance progress and support self-organization in doctoral education. *Studies in Continuing Education*, 2016

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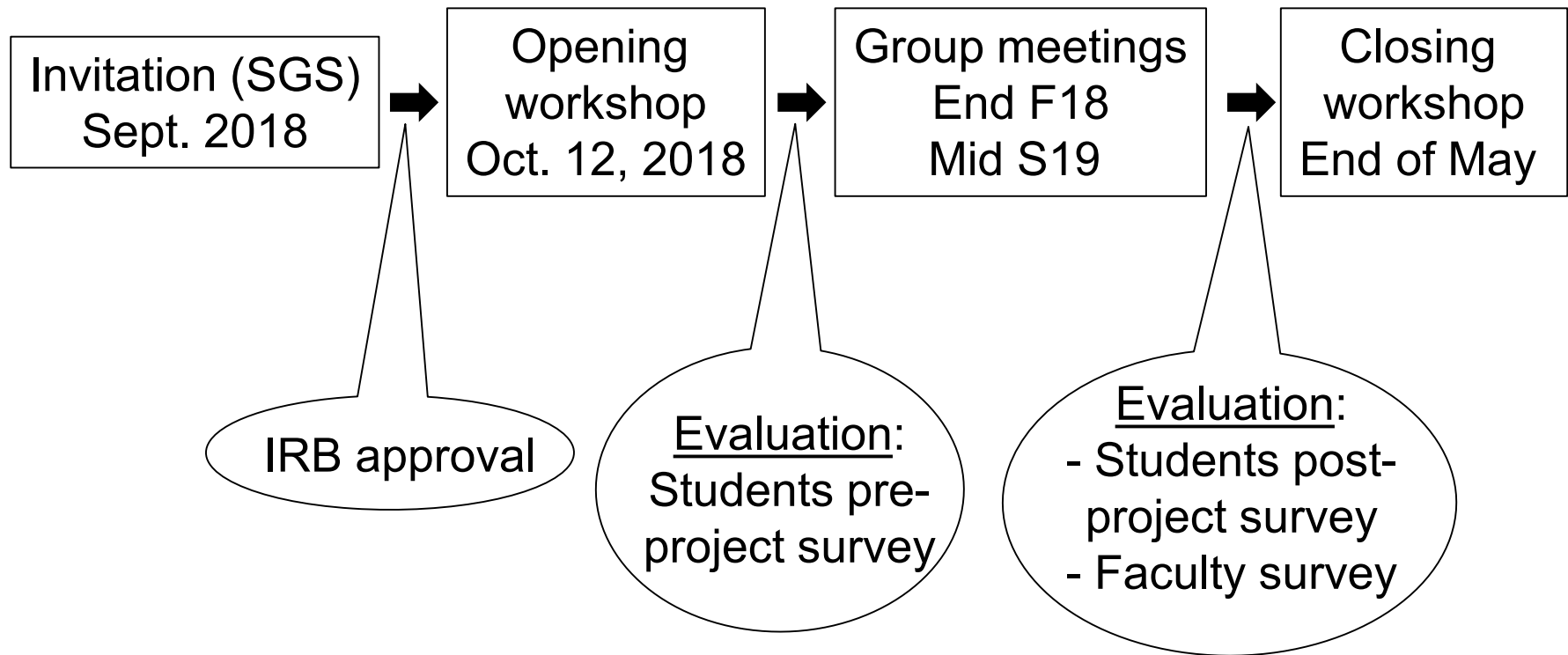
Meet Steve....

Steve, a 2nd year PhD student, is reluctant to begin his research

What to do?

Advisor acts as...	Action	Outcome
Advisor	Gets into the lab, work with Steve	Steve learns methods
Mentor	Refers Steve to a colleague's lab	Steve learns methods
Coach	Encourages Steve to identify and excess the help he needs	Steve gains self-confidence....

Project structure



Evaluations performed by Crystal Bedley, WISEM

Coaching skills learnt and practiced

- Deep listening: How to listen while putting aside judgement, assumptions, experience, and expectations;
- Asking open questions: How to use questions to create a space for introspection, motivation, and accountability;



Participants:

Eight faculty representing:

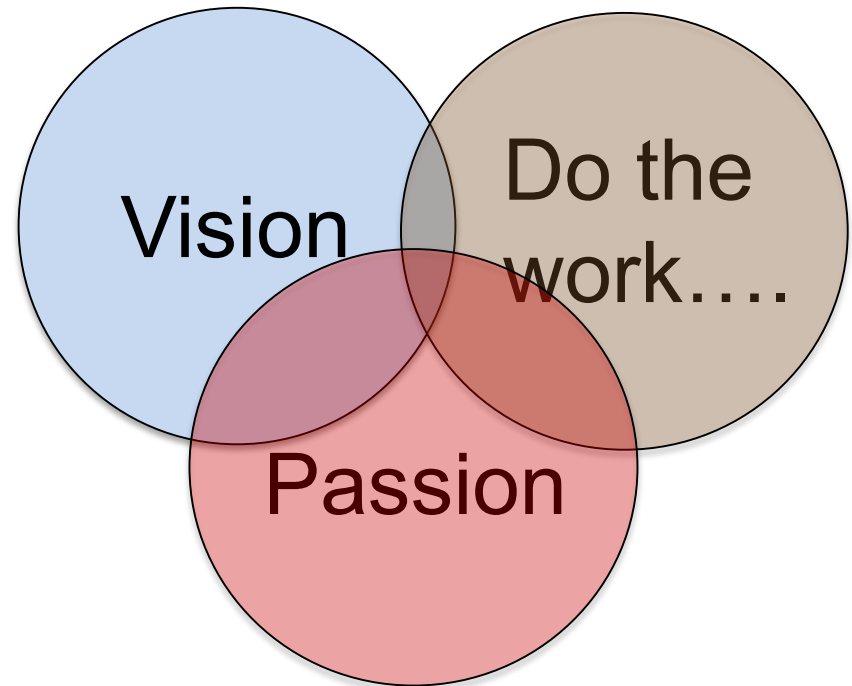
- ✓ Pharmacology (RWJMS)
- ✓ Geography
- ✓ Art History
- ✓ Physics and Astronomy
- ✓ Mathematics
- ✓ Coastal and Marine Sciences
- ✓ School of Planning & Public Policy
- ✓ Mechanical and Aerospace Engineering

Project results:

- ✓ Survey analyses – still to come;
- ✓ Actively participating faculty created a peer-discussion group supporting each others interactions with graduate students;
- ✓ Integration into submitted research proposals;
- ✓ Many new ideas 😊;
- ✓ Faculty to share future work with;

Leadership: What I have learnt

I am an informal leader



Many thanks to:

All who have helped

RLA people for a great experience